AR-LEADS
Evaluation Categories

ARKANSAS
LEADS
Leader Excellence and Development System

Probationary/ Novice Category

Year 3

- **Professional Growth Plan Monitored and Revised**
- **Formative Assessment Conferences**
- **Summative Evaluation Conference**
  Over all required functions; PGP is revised based on feedback from evaluations; Student growth Data included with professional practice rating

Year 2

- **Professional Growth Plan Monitored and Revised**
- **Formative Assessment Conferences**
- **Summative Evaluation Conference**
  Over all required functions; PGP is revised based on feedback from evaluations; Student growth Data included with professional practice rating

Year 1

- **Professional Growth Plan Monitored and Revised**
- **Formative Assessment Conferences**
- **Summative Evaluation Conference**
  Over all required functions; PGP is revised based on feedback from evaluations; Student growth Data included with professional practice rating

Intensive Category

- **Intensive Growth Plan (IGP)**
  Develop based on identified areas of need

- **Multiple Formative Assessment Conferences and Observation of PGP Progress**
  Multiple **conferences** between principal/supervisor to monitor progress

- **Summative Evaluation**
  Conference to discuss final ratings (formative work of IGP considered)

*Note: An administrator may remain in the Intensive Category for **up to 2 consecutive semesters. Two additional semesters may be added** if progress is observed.*

Inquiry Category

Summative Evaluation Year

- **Professional Growth Plan Monitored and Revised**
- **Formative Assessment Conferences**
- **Summative Evaluation Conference**
  Over all required functions; PGP is revised based on feedback from evaluations

Interim Appraisal
(Non-Summative Years)

- **PGP**

  Focus on and review throughout the year

  Collect evidence and artifacts

  Reflect on Progress

  Revise as needed

- **Conversations**

  Focus on PGP and evidence

- **End of Year Conference**

  Professional Growth Plan and performance rating results based on functions outlined in PGP

-Interim Appraisal is 3 years of the 4 Year Inquiry Category cycle
-Student Growth Data will be included in an Administrator's Yearly Rating

Revised 4.8.15